# STATE OF OKLAHOMA

# XYZ APPOINTING AUTHORITY

# NOTICE OF GENERAL RELEASE

Federal and state laws prohibit discrimination based on age, sex, race, color, national origin, religion, disability or veteran status.

|  |  |
| --- | --- |
| Oklahoma Personal Act74 O.S. §840-1.1 et seq. | Oklahoma Anti-Discrimination Act74 O.S.§954 |
| American with Disabilities Act42 USC §§ 12101-12217  | Rehabilitation Act of 1973, as amended29 USC §701 et seq. |
| Civil Rights Act of 1866 and 1871, as amended 42 USC §§ 1981, 1983, 1985, and 1986 | Civil Rights Act of 1964, as amended42 USC 2000e et seq. |
| Civil Rights Act of 19912 USC §4100 et seq. | Executive Order 11246 (1965)41 CFR 60 |
| Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended38 USC §4100 et seq. | Fair Labor Standards Act29 USC §201 et seq. |
| Equal Pay Act of 196329 USC §206(d) |  |

These laws are enforced by various agencies including the Equal Employment Opportunity Commission and the Department of Labor.

You are advised to discuss the following General Release with an attorney and to thoroughly review and understand the effect of the Notice of General Release before signing.

## RELEASE

In consideration for the payment offered to me under the XYZ severance plan, I release and discharge the State of Oklahoma, the XYZ AGENCY, and their successors, attorneys, agents, employees, and officers, (hereinafter collectively referred to as “XYZ”) individually or in a professional capacity from all claims, liabilities, demands and causes of actions known or unknown, fixed or contingent, equitable, legal or administrative, which I may have or claim to have against XYZ.

I understand that I am releasing XYZ from any liability with it might have under federal or state laws regarding employment, including but not limited to the Oklahoma Personnel Act; the Oklahoma Anti-Discrimination Act; Title VII of the Civil Rights Act of 1964, as amended; the American with Disabilities Act; the Rehabilitation Act of 1973; the Civil Rights Act of 1991; Executive Order 11246; the Vietnam Era Veterans’ Readjustment Assistant Act of 1974, as amended; Fair Labor Act; the Civil Rights Act of 1866; and Equal Pay Act of 1963. I understand that I am waiving rights which I might have under these laws that have arisen as of the date I sign this release and waiver. This release does not have any effect on any claim I may have against XYZ that may arise after the date this release is signed by me. This release does not release or have any effect on past, pending, or future workers’ compensation claims for on-the-job injuries. This release does not release rights under the Age Discrimination in Employment Act or the Employment Security Act of 1980.

I have carefully read and fully understand all of the provisions of the severance benefits as contained in the Voluntary Separation Agreement and the Notice of General Release. The documents set forth the entire agreement between XZY and myself. I acknowledge that I have not relied upon any representative or statement, written or oral.

Signed by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,

this \_\_\_\_\_\_\_\_\_\_\_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2015.

CC:

\***Please note that this General Release does not include a release of rights provided by the Age Discrimination in Employment Act, as amended.**